

New race relations policy to affect hiring, curriculum and services

George Brown has adopted a comprehensive race and ethnic relations policy that, when fully implemented, could affect everything from who gets hired to classroom tests.

Under the policy approved by the Colleges's Board of Governors in early January, staff will review their work operations to ensure they contain no bias towards racial or ethnic groups.

This review will include the entrance criteria, curriculum, teaching material, testing and assessment methods of all programs, as well as library holdings, and George Brown's hiring, staff development, and student services practices.

George Brown will also take a number of steps to ensure equal access to College programs and services, and to promote understanding and tolerance among staff, students and the community at large.

Anti-racism classes will be integrated into full-time programs, according to the 18-page policy.

The College will also set employment targets for all levels of College staff, including support staff, faculty and administrators, based on the "racial, ethnocultural and linguistic composition of the available workforce."

About 18 per cent of the Toronto area workforce is made up of people belonging to visible minority groups or native people, while 40 percent belong to ethnic groups other than British.

The policy sets up formal procedures to handle complaints of racial or ethnic bias, or discrimination. Violation of this section of the policy can lead to warnings and more serious disciplinary action by the College.

Companies that provide goods or services to George Brown will be expected to "establish a commitment" to employment equity and the college's race and ethnic relations policy.

According to Maureen Hynes, who as George Brown's Multicultural Co-ordinator was responsible for the policy's development, the policy puts George Brown at the forefront of post-secondary institutions in taking steps to eliminate race or ethnic bias.

"In terms of colleges, and perhaps universities, we have the best (race and ethnic relations policy)."

It took two years and the participation of hundreds of staff members, students and representatives of racial and ethnic communities in Toronto to develop the policy, she says.

Now those external representatives will be keeping a close eye on George Brown to see how the policy is applied.

"They're very impressed, but they're watching too," Hynes says.

No deadlines have been established for full implementation of the policy, which

will be officially published in the near future.

According to Senior Vice-President Administration Jim Turner, the timing for implementation of certain parts of the policy will depend on the availability of both human and financial resources to carry out the mandated actions.

Our policy is just the first step

It should come as no surprise to anyone at George Brown to find out that our college is located at the heart of the most multi-racial and multicultural area in Canada. Just a quick glance around our classrooms and cafeterias confirms this. In fact, about 75 per cent of all people belonging to visible minority groups in Ontario live in the Metro area.

For years, College staff have been working to meet the needs of our increasingly varied community. The adoption of a formal race and ethnic relation policy by the Board this month is a watershed in our continuing efforts.

This policy will focus and define our efforts for years to come. It also stands as a public and concrete symbol of our commitment to remove any barriers to full access to George Brown by any member of our community.

But the policy itself, which took two years of hard work to develop, is just a first step. We now enter a considerably longer period of implementation.

Some of the action mandated by the policy is already being carried out and some will be easy to accomplish in a relatively short period of time; but other parts of the policy may take more time. Given the current state of College finances, parts of the policy that require large amounts of staff time or money could take several years to fully implement.

While the job of wrestling with budgets and priorities falls to a few people, everyone at George Brown has a role to play in the success of the race and ethnic relations policy.

In our day-to-day dealings with colleagues, students and the public we must be fair and helpful to all people whatever their linguistic or cultural backgrounds. In doing so, we help to make George Brown a humane and pleasant place for all.

City College News

Big Sale ! (Well not that Big)

Starting Feb. 1, all Camp Zu sweat shirts will be on sale for \$18.00 (Reg. \$20.99) Just to make this a better deal, buy two for \$30.00 and if you buy three you get the fourth for only \$5.00.

Also, just in is the 1990 "Kalendar" calendar featuring photos by Ryerson and OCA students. Their yours for the everyday low price of \$15.00.

The SAC Shack is also looking for staff so if you want to earn extra cash while at school drop by the SAC office and fill out an application.

College signage is under review

Many people find their way to a George Brown campus and then get lost.

That's the first reaction of an international signage designer hired to recommend changes to the way the College directs the public, staff and students to its rooms and services.

"I've rarely seen anything like it," says Paul Arthur of Visucom Ltd., who has designed signage for universities, cities and large institutions across Canada and the United States.

The College may be losing students who just leave after wandering through its buildings, and some staff say they spend a lot of time directing students to the right room or area, he says.

Arthur is touring college campuses and interviewing staff members from all levels as a basis for a "wayfinding" plan for George Brown.

Wayfinding, he explains, is more than just signs. It includes all the environmental elements that help people find their way in a strange place.

A preliminary wayfinding plan, to be completed in February, will be followed by a test of the new system in part of one campus.

The study is being co-sponsored by the Physical Resources and Continuing Education departments.

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Our Commitment to the Environment.

McDonald's has always been committed to environmentally sound business policies. In fact, our commitment goes back to day one – when our founder Ray Kroc would pick up litter in the parking lot of his first McDonald's.

McDonald's prides itself on being an industry leader and a responsible corporate citizen. In fact, we know that today, based on scientific and industry research, we follow environmentally sound practices.

Now, when environmental issues are of prime concern, we believe our customers deserve to know where McDonald's stands on these issues. Here are the areas about which our customers ask most frequently.

The Ozone

In 1987, as scientists were coming to a consensus that chlorofluorocarbons (CFCs) contributed to depletion of the ozone layer, McDonald's in Canada told its foam packaging suppliers to phase out use of the fully halogenated chlorofluorocarbon blowing agent known as CFC-12. We took the Canadian restaurant industry lead by phasing out CFC-12, even prior to the Montreal Protocol, an international agreement regulating chemicals that were ozone threatening.

Our foam packaging now is produced using a product called Formacel-S, or HCFC-22. The U.S. Environmental Protection Agency and scientists in the United Nations Environmental Program accept Formacel-S as part of the ozone depletion solution. While Formacel-S has effectively reduced potential damage to the ozone by 95%, McDonald's is still concerned about the remaining 5%. So much so that McDonald's has asked its suppliers and industry experts to work with the scientific community to create materials that will be 100% non-damaging to the ozone.

Managing Solid Waste

All quick service restaurant industry packaging accounts for only 1/4 of 1% of all solid waste. For example, for every 100 lbs of solid waste, all packaging from the entire Quick Service Restaurant industry contributes only 4 oz of solid waste and McDonald's is only a small fraction of that amount.

The most effective approach to managing solid waste, most experts agree, is to follow the three R formula – Reduce, Reuse, Recycle. McDonald's commitment to pursue an environmentally sound course of action in all areas of our business includes finding ways to participate in the three R's. We know that merely substituting one substance for another – i.e. paper for polystyrene packaging – is not a responsible answer to solid waste management. We resist "quick fix" solutions that have no meaningful impact on solid waste reduction.

Instead McDonald's pursues source reduction alternatives from both sides of the counter. Often our customers don't notice some significant environmental initiatives we've undertaken with our packaging.

For instance, we reduced the weight of our paper sandwich wrap by 25%. We've altered the design of our foam packaging to nestle together more closely for shipping. As a result our suppliers reduced container needs by 25% in this area. A recent decision in Canada to switch to reusable plastic containers to ship English muffins to our restaurants will completely eliminate the use of separate cardboard shipping containers.

Every little bit of packaging reduction adds up. At McDonald's, we are working hard to be part of the solid waste solution.

Recycling and Polystyrene

Recycling is also a critical component in effective solid waste management. And McDonald's is already the largest user of recycled paper in the restaurant industry. We use recycled paper for non food containment items such as napkins, carry-out trays and paper towels.

McDonald's uses polystyrene foam packaging for the same reasons hospitals, schools, groceries and other restaurants do. It provides a safe, sanitary, portable way to serve hot, fresh food. That is part of our quality guarantee and McDonald's will not compromise its standards, particularly in the critical areas of the safety of our products and the health and well-being of our customers.

Technology is now available to recycle polystyrene foam. In this regard, foam has a head start on its paper counterparts, where coatings and other treatments inhibit recycling of the materials.

Pilot projects are underway to recycle McDonald's polystyrene foam food containers into useful products, including plastic trays for our restaurants and insulation board for home heating uses. In Leominster, Massachusetts, McDonald's recently announced the largest ever polystyrene recycling test involving 490 McDonald's restaurants. Customers participate by separating recyclable polystyrene from other refuse after they finish dining.

In Canada we are a founding member of the Canadian Polystyrene Recycling Association and have established local recycling programs in Toronto, Montreal and Vancouver. This is an important link in establishing the technological and operational steps required to recycle McDonald's polystyrene foam packaging, as well as other forms of polystyrene foam packaging in Canada.

Rain Forests

The tropical rain forests are far too important a natural resource to destroy.

McDonald's, in 51 countries and more than 11,000 locations world-wide, has never, and never will use beef from cattle raised on rain forest land. In Canada McDonald's uses only 100% pure Canadian beef.

Stopping Litter

Litter is an unfortunate part of our society; at McDonald's we wish no one would litter.

Fortunately, we can all do our part in keeping our communities clean.

We begin each day by picking up all litter in and around our restaurants, and we continue to check for litter throughout the day.

Every McDonald's restaurant has extra lobby and curbside trash bins. We encourage our customers to use the trash receptacles we provide at our restaurants and to deposit all litter in a proper place. Our bags and cups carry the reminder to "Please put litter in its place" and we hope that everyone will.

It only takes a moment for each of us to assemble used papers, bottles, cans and cups and deposit them in a trash receptacle. Today there are also opportunities in many communities to participate in local recycling projects. By taking care to dispose of trash properly and by separating appropriate litter for recycling, we can all help keep Canada clean and beautiful.

Our Commitment Continues

McDonald's will continue to monitor industry and scientific research to ensure that our environmental policies and practices are sound.

Our record continues to demonstrate that when we find a more environmentally sound course of action that we can pursue without compromising health and quality standards to our customers, we take that course of action.

If new research comes up with better, safer ways, McDonald's will use them. That is our fundamental commitment to remaining an industry leader and an environmentally responsible corporate citizen.

If you'd like more information on McDonald's Commitment to the Environment, please pick up a brochure at your local McDonald's Restaurant, or write to:

*McDonald's Director of the Environment
McDonald's Restaurants of Canada Ltd.
1 McDonald's Place
Toronto, Ontario M3C 3L4*

LETTERS TO THE EDITOR

AUDITIONS

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Saturday, February 3 and Sunday, February 4
Technicians, Characters, Escorts, Ushers
Saturday, 11 a.m. - 1 p.m. Sunday 2-4 p.m.

TORONTO, ONTARIO - Tuesday, February 6
University of Toronto
Singers 3-5 p.m. Dancers 5 p.m. Registration
Musicians, Specialty Acts, Technicians, Characters, Escorts, Ushers 3-5 p.m.

MAPLE, ONTARIO
Saturday, February 10 and Sunday, February 11
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Singers 12 noon-2 p.m.
Dancers 2 p.m. Registration
Musicians, Specialty Acts
12 noon-2 p.m.

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CANADA'S WONDERLAND

Dear Editor,

I do not feel totally comfortable with the idea of writing you to "Bitch" about something I am not very familiar with. I'm speaking about SAC and what the people involved with it are supposed to be doing. I was under the impression that SAC was a group of students that were supposed to work with and for the students of their campus.

They receive \$69.00 of my tuition money each year and I personally feel that I do not get a cent in return. For example; the students of my campus (Nightingale) are supposed to be covered by a drug plan, but it seems only the people who are lucky enough to track SAC members down are the ones benefiting from this plan. I went to my SAC office every day for approximately two weeks and did not find anyone. Its frustrating to think that my hard earned money is going to finance something other than programs to benefit students. The drug plan in itself is a great idea but, it by itself is not worth my \$69.00.

My campus is not very large and therefore I thought that I would simply ask around and find out who was on SAC. Not one of my classmates was able to answer my question, some were not even aware that we had a SAC. Some are willing to sit back and ignore the

Continued on next page

A bearded man walks calmly down the halls of the University of Montreal, hiding an instrument of immense destructive power in his coat.

He has built up a grudge over the past seven years, a hatred that has gnawed at his life.

He takes out this destructive instrument and extinguishes life, or the bane of his life, so that it splatters across symbols of the future.

Realizing the consequences of his misdeed, he decides to take the "easy" way out. No longer does he wish to face the "meek," who shall inherit the earth.

In a time of tragedy such as this, people should bond together. The brutal act of one selfish madman, though, has ricocheted through a society, pulling it apart from the heart.

Men and women have always lived together, no matter what race or culture—they have always complemented one another.

Yet feminist women have seized this occasion where they can now put men in their "rightful" place. Radical feminists have even paralleled the feelings of one man with those of all men. How am I, as a man, supposed to feel towards these feminists? Should I perhaps start doubting the feelings of my non-feminist friends?

It is not a "fault" that women are physically weaker or more emotional than men. Beyond these contrasts, as intellectual equals, should men and women not strive to help one another instead of tear one another apart?

As beautiful as it can be, life is short. We must attempt to make the best out of it as we can.

Fourteen hopeful women hoped to do just that.

Let men and women tread that fine line between life and death together. That is how it was meant to be.

On December 6, 1989, Marc Lepine killed fourteen women in the University of Montreal.

My first reaction was anger.

I got angry at Marc Lepine who cold-bloodedly murdered those women. I got angry at the media that failed to present the information on Lepine's battered childhood—his own mother described it as a physical and spiritual hell. I got angry with Prime Minister Brian Mulroney for making a wimpy statement about the need to be stricter with gun laws. I got angry with the hot-blooded feminists in the world who love to make anything into some male-power-trip-vendetta against women and make me feel like an idiot if I do not agree.

I also felt sick.

I felt sick inside to think that fourteen people lost their lives in the midst of their daily routine. Yet, I somehow felt empathy toward Marc Lepine who became ill enough to murder them. I felt compassion for Lepine's family which has not only suffered his loss but also the degradation of their loved one.

I felt the same emotions when I read about the man who killed a number of people in a McDonald's restaurant a few years ago.

But people is a word which encompasses both men and women and I have the capacity to care for them both. I also have the confidence in my own womanhood not to make this tragedy into a feminist issue. I see this instead as something of great sadness for all involved.

If we keep socializing our children to the idea that women are an oppressed group, our society will never change. I ask that we mourn over our loss of fifteen—not just fourteen—Canadian citizens. I say

fifteen because Marc Lepine also needed help.

Perhaps if we, as the next leaders of our nation, provide a stronger, less sexist support network for those whose behaviour seems to cry out for it, such massacres will be a thing of the 80s—a thing of the past.

Shawn Ellis

Continued from front page . . .

In addition, the voting procedure for SEC was one vote per campus. When you consider that over 60% of the George Brown student population is registered at St. James campus, one vote did not properly represent the students. Also, the St. James executives found it difficult to work properly without a binding constitution. I am also very disappointed and ashamed to say that personal grudges got in the way of the functioning of SEC.

It is for these reasons that the St. James SAC agreed to pull out of SEC for the remainder of the year. The St. James student government realizes whole heartedly that we elected to represent and work on your behalf.

SAC is disappointed that it had to disband itself from SEC but felt we were working in your best interest.

The new SEC chairperson is Leeanne Baites. Ms. Baites is the SAC president at Nightingale. If you have any questions about SEC you may come down and talk to me in the St. James SAC office or you can contact the new SEC chairperson at 593-4421.

By Beth Dixon

Gary Sole

fact that they spend \$69.00 on "nothing" but I for one am not.

To get my questions answered I had to go to another campus and ask the SAC there what the drug plan was all about and get a form to fill out to receive my money back. While I was there I asked them where my money went, they explained to me that they (SAC) only receive a % of the \$69.00 SAC fee and that it was up to the individual campus SACs to implement programs for students.

I guess what I really want to know is, if other campus SACs are around every day, working for their students and at least trying to help; where are mine? Why should I have to go to another campus for information and help?

A Nightingale Student

Dear Nightingale Student,

Its very distressing to know that you are unhappy with the performance of your elected student leaders.

In their defense I would like to say that its very difficult to balance studies and a job as demanding as SAC. The average student does not realize how much work SAC is. That is, if your elected representatives are doing their jobs properly.

I can not speak for other campus SACs but here at St. James you would be very hard pressed not to find at least one of us in the office. We take our jobs very seriously to the point of being criticized for taking the job too seriously. I personally like to think I earn my honourarium, yes every SAC executive receives an honourarium each month which comes directly from the SAC fee which each full time student pays. It is frustrating to think that some of us put in 40 to 50 hours a week while others sit back and simply collect money for nothing.

You should keep in mind that these people are elected and have a mandate to fulfill and you as a voting student have the right to question them and college administration about there actions and or lack of action. You must take action and ask these questions to them personally, if you don't then who will?

The students who are on your SAC have an obligation to do something of substance for you or to stop taking money for nothing. I would feel guilty taking money from fellow students if I hadn't at least done my very best to try to do something. It seems like the students who are at your campus haven't been trying very hard.

It may be that people in glass houses should not throw stones but I am confident in the knowledge that a sincere effort is at least being made by the majority of George Brown College's Student Governments.

Keith R. Crawford

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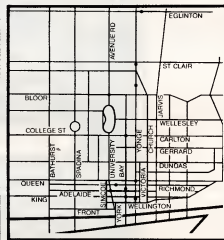
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JORDAN COLLEGE (Michigan) WINS B-BALL INVITATION

Jordan College make their trip from Michigan a worthwhile one winning the 12th Annual Basketball Invitational on Jan 5, 6 / 90. They defeated Brown 85-79 in a close game on Friday night. They then easily defeated De l'Outaouis of Quebec 125-80 and in the final had little trouble in routing Fanshawe (London) 91-67. GBC Huskies redeemed themselves by taking the Consolation final over Champlain (Quebec) 91-56. M.V.P. of the tournament was Darryl Dorn of Jordan College.

MEN'S & WOMEN HOOPSTERSS DROP FIRST 2 GAMES

Our Men's and Women's teams got off to a slow start losing their first 2 games. On Jan 11, they travelled to Humber for a Doubleheader. The Women played the first game and went down 65-60 in a see-saw game. Top scorers were Lynne George 23 pts and Barb Scott 12 pts.

The Men were next and after trailing 42-28 at the half rallied to get on even terms and then drop a 76-69 decision.

The second game for both teams was at home on Cap-Night, Wed Jan 17 at St. James against Centennial. With only 6 players suited up for the game, the Women's team played a very tough first half and 22-15. However, the conditioning factor began to take its toll and the ladies finally fell 51-39. Barb Scott led all scorers with 17 pts.

The Men's team started slowly and at the half were down by 9 pts 37-28. As in the past turnovers seem to plague this team and they were down quickly by 14 pts at the start of the 2nd half. However they fought back with a lot of determination to tie the score with 3 seconds to go and Centennial in possession. As luck would have it the final score was 76-74 in favour of Centennial. Kevin Taylor 17, Lynden Smith 14 and Wayne Jones 13 were the top point getters.

COME ON HUSKIES, LET'S GET IT TOGETHER.

OFFICIAL SPORTS TAKES B-BALL TOURNAMENT

On Friday Jan 19 and Saturday Jan 20 GBC, Official Sports, Jr. Raiders and Hamilton Wanderers played a round robin format in our Annual Women's B-Ball Tip-off.



Official Sports went undefeated 3-0 to take the title. They easily topped Wanderers 75-46, GBC Huskies 83-54 before edging Jr. Raiders 57-55. Jr. Raiders had a 2-1 record with Wanderers 1-2 and George Brown 0-3.

Bright spots for George Brown were the play of the consistent Barb Scott and Annette Palmer who has come to life and has to lead the team with what she is capable of from the back court.

SHORT NOTES: INTRAMURALS: BALL HOCKEY TO START FEB 5th

Ball Hockey and Indoor Soccer will start Monday, Feb. 5 at both the Casa Loma and St. James Campuses. Registration teams sheets can be obtained from Albert or Sheky.

RECREATION

TAI CHI classes are taking place in Rm #185 at St. James.

EFFECTIVE SELF-DEFENCE

A Self-Defence class will be starting on Monday Feb. 12 5-7 p.m. at St. James. It will run for 2 weeks on Monday and Wednesday. The cost is \$17. If you are interested, contact your gym office.

MEN'S VOLLEYBALL GOES 2-2 AT PETERBOROUGH

The Men's Volleyball team travelled to Peterborough on Saturday Jan 20 to compete in a Division 11 Volleyball tournament. The team played very well and ended up with a 2-2 record. They won their first match against Algonquin 2 games

to 1 then defeated Sir Sandford Fleming 2-0 in straight games. Their real test came when they played the first place team in the league (St. Lawrence, Kingston) and lost in a hard fought match 2-0. Their second place finish in this tournament gives the team a great chance to make the playoffs. The next tournament at Cambridge in Sudbury will be a big challenge for the team. GOOD LUCK GUYS!!!

HUSKIES PARTICIPATION AWARDS

Despite the strike a great number of students and staff are participating in the Huskies Participation Awards. Designed to motivate individuals into participating and working out, over 35 have registered in the program. The following have received awards to date:

Bill Crowther	1st year Prosthetics 264 pts - pen and cap -
Joan Lloyd	staff 248 pts - pen and cap -
Aaron Smillie	1st year Business 231 pts - pen and cap -
Sean Hopskins	1st year Nursing 195 pts - pen and cap -
Fariba Afshar	Pre Health 116 pts - pen and cap -

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George Brown Atheletes . . . Poetry in Motion



The Socials

Feb. 1 Camp Zu Hospitality Pub

8 Camp Zu Comedy Pub

15 Camp Zu CBFM Pub

22 Camp Zu Mike Woods

FEB. 5 - 9 Winter Orientation !



Left: Jim Avon rocks Camp Zu with his Mesmerizing guitar licks.

THE DIALOG

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The articles contained within this publication are not necessarily the views and opinions of the St. James Student Council.

GEORGE BROWN DAYS

Hogtown


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